

**Department of Defense**

# **CIVILIAN MANPOWER STATISTICS**

**DECEMBER 31, 1995**

*Issued Quarterly by  
Washington Headquarters Services  
Directorate for Information  
Operations and Reports (DIOR)*

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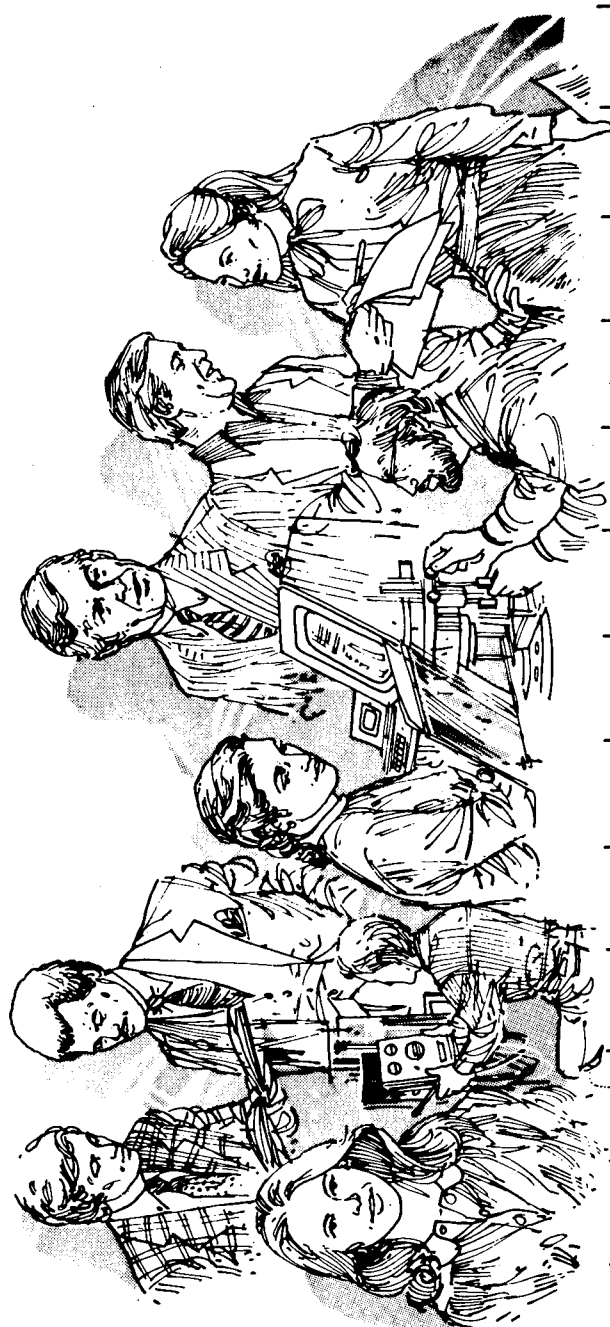
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M04

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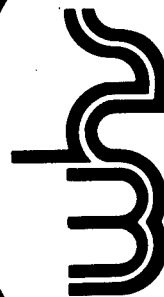
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DIRECTORATE FOR INFORMATION  
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## FOREWORD

*Civilian Manpower Statistics* (CMS) is a quarterly publication prepared by the Washington Headquarters Services, Directorate for Information Operations and Reports (WHS/DIOR) of the Office of the Secretary of Defense.

CMS provides statistical information on the civilian work force of the Department of Defense (DoD), with the exception of personnel of the National Security Agency, Defense Intelligence Agency, and personnel paid from nonappropriated funds. It is produced primarily from an integrated data base developed and maintained by WHS/DIOR from monthly information provided to the Office of Personnel Management on Standard Form 113-A, *Report of Federal Civilian Employment*.

INTERNET AVAILABILITY: Extracts of information presented in this publication are available on DefenseLINK, a World Wide Web server on the Internet, at the following address: <http://web1.whs.osd.mil/mmids/mmidshome.htm>.

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TABLE 1

**DoD Civilian Employment, by Function and Employment Status,  
According to Defense Component - December 31, 1995**

FUNCTION/EMPLOYMENT STATUS	TOTAL DoD a/	ARMY	NAVY b/	AIR FORCE	OTHER DoD ORGS. c/
<b>MILITARY FUNCTIONS</b>					
FORMER OMB CEILING EMPLOYMENT					
DIRECT HIRE	829,867	261,140	243,313	183,736	141,678
INDIRECT HIRE	788,549	239,174	232,940	177,125	139,310
	41,318	21,966	10,373	6,611	2,368
GRAND TOTAL EMPLOYMENT	831,826	261,474	244,485	183,957	141,910
DIRECT HIRE	790,508	239,508	234,112	177,346	139,542
INDIRECT HIRE	41,318	21,966	10,373	6,611	2,368
<b>CIVIL FUNCTIONS (ALL DIRECT HIRE)</b>					
FORMER OMB CEILING EMPLOYMENT	27,093	27,092	0	1	0
GRAND TOTAL EMPLOYMENT	27,684	27,683	0	1	0
<b>TOTAL MILITARY AND CIVIL FUNCTIONS</b>					
FORMER OMB CEILING EMPLOYMENT					
DIRECT HIRE	856,960	288,232	243,313	183,737	141,678
INDIRECT HIRE	815,642	266,266	232,940	177,126	139,310
	41,318	21,966	10,373	6,611	2,368
GRAND TOTAL EMPLOYMENT	859,510	289,157	244,485	183,958	141,910
DIRECT HIRE	818,192	267,191	234,112	177,347	139,542
INDIRECT HIRE	41,318	21,966	10,373	6,611	2,368

a/Included in Grand Total Employment but excluded from Former Office of Management and Budget (OMB) Ceiling Employment are employees formerly exempt from OMB ceiling control. Refer to Office of Personnel Management Operating Manual, "The SF-113 Summary Data Reporting System," for a delineation of employment formerly exempt from ceiling control.

b/Includes Marine Corps civilian personnel.

c/See Glossary for a list of Other DoD Organizations.

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TABLE 2

**Trends in DoD Civilian Employment Subject to Former OMB Ceiling,  
by Function, Employment Status, and Defense Component**

FUNCTION/COMPONENT EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS				LAST 3 MONTHS		
	30 SEP 92	30 SEP 93	30 SEP 94	30 SEP 95	31 OCT 95	30 NOV 95	31 DEC 95
MILITARY FUNCTIONS	1,003,209	935,875	891,100	842,373	829,274	830,653	829,867
DIRECT HIRE a/	942,516	884,216	844,395	800,037	787,826	789,305	788,549
INDIRECT HIRE b/	60,693	51,659	46,705	42,336	41,448	41,348	41,318
ARMY	333,691	295,032	278,522	266,205	261,436	260,987	261,140
DIRECT HIRE	294,689	264,821	252,559	243,200	239,297	238,959	239,174
INDIRECT HIRE	39,002	30,211	25,963	23,005	22,139	22,028	21,966
NAVY	309,490	285,934	266,337	247,232	243,710	243,706	243,313
DIRECT HIRE	299,396	275,596	255,894	236,876	233,328	233,329	232,940
INDIRECT HIRE	10,094	10,338	10,443	10,356	10,382	10,377	10,373
AIR FORCE	214,796	201,991	196,077	186,545	184,047	184,088	183,736
DIRECT HIRE	206,144	193,745	188,434	179,907	177,488	177,495	177,125
INDIRECT HIRE	8,652	8,246	7,643	6,638	6,559	6,593	6,611
OTHER DoD ORGANIZATIONS c/	145,232	152,918	150,164	142,391	140,081	141,872	141,678
DIRECT HIRE	142,287	150,054	147,508	140,054	137,713	139,522	139,310
INDIRECT HIRE	2,945	2,864	2,656	2,337	2,368	2,350	2,368
CIVIL FUNCTIONS a/							
(ALL DIRECT HIRE)	29,474	28,535	27,959	29,080	28,195	27,340	27,093
ARMY	29,473	28,534	27,958	29,079	28,194	27,339	27,092
AIR FORCE	1	1	1	1	1	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS	1,032,683	964,410	919,059	871,453	857,469	857,993	856,960
DIRECT HIRE a/	971,990	912,751	872,354	829,117	816,021	816,645	815,642
INDIRECT HIRE b/	60,693	51,659	46,705	42,336	41,448	41,348	41,318

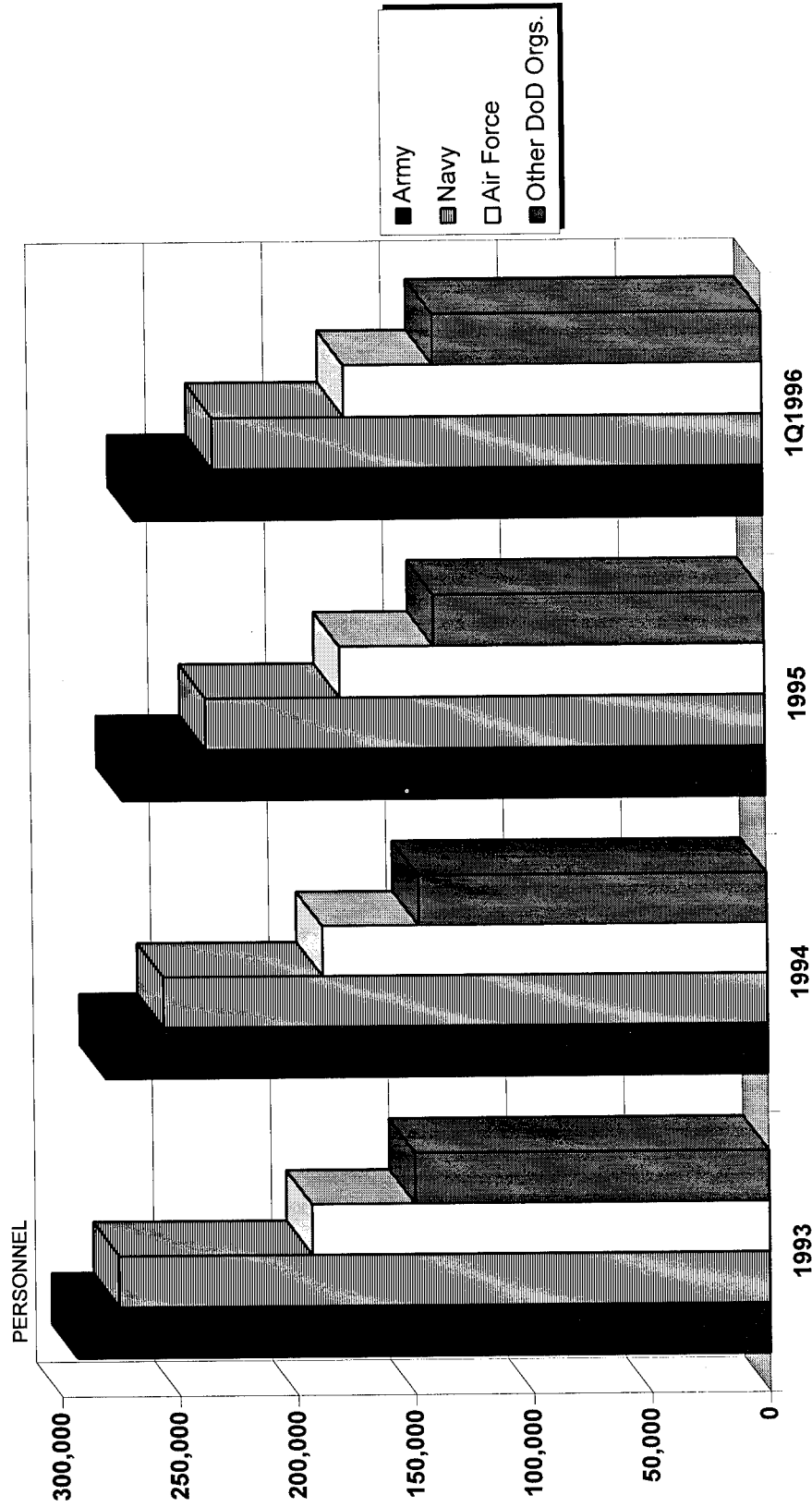
a/As reported officially to the Office of Personnel Management.

b/Foreign Nationals supporting U.S. Military Forces overseas under contracts or agreements with foreign governments.

c/See Glossary for a list of Other DoD Organizations.

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# **TRENDS IN DoD DIRECT HIRE CIVILIAN EMPLOYMENT, MILITARY AND CIVIL FUNCTIONS**



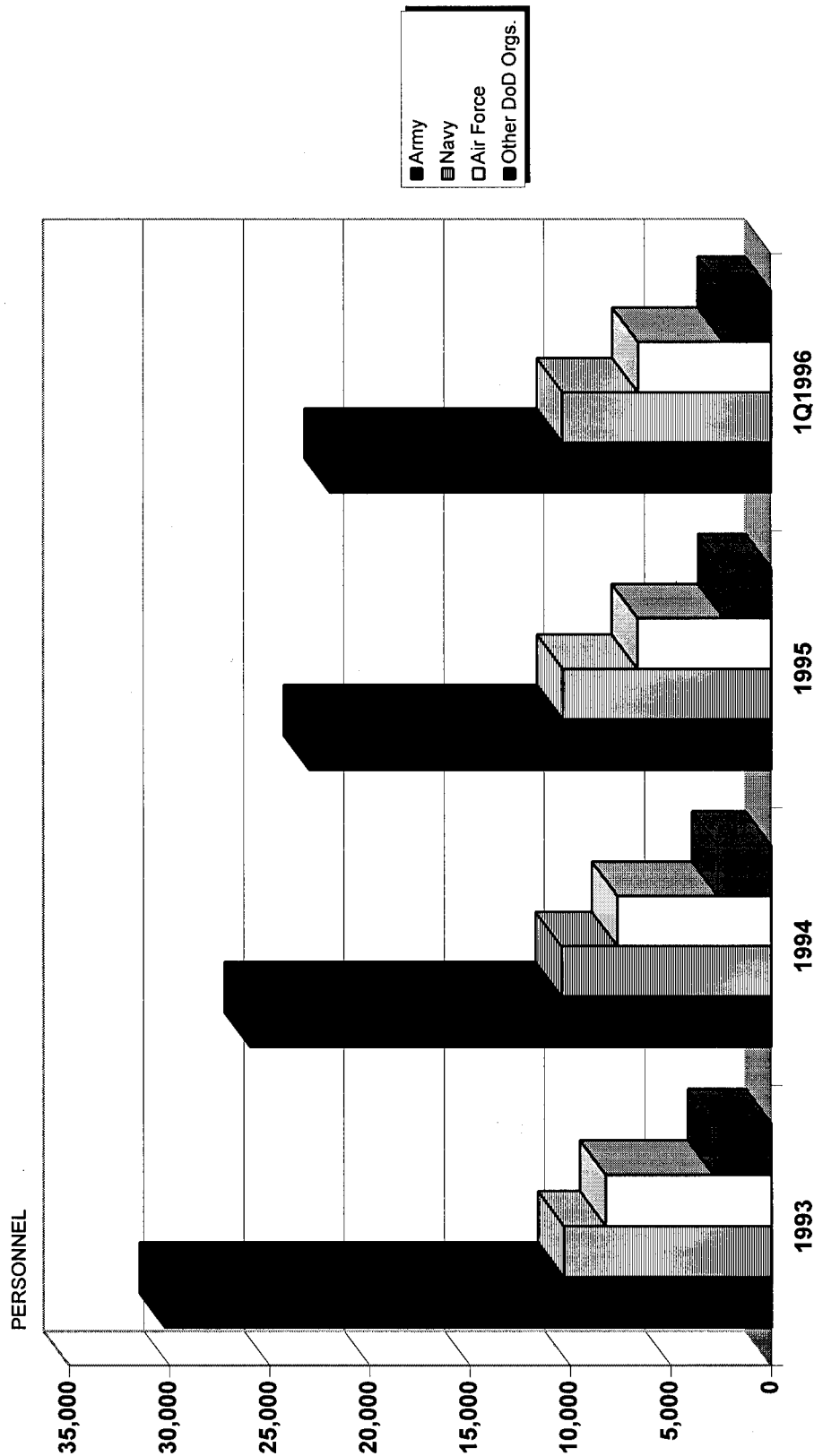
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FIGURE 1



# **TRENDS IN DoD INDIRECT HIRE CIVILIAN EMPLOYMENT, MILITARY FUNCTIONS**



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**FIGURE 2**

TABLE 3

**DoD Direct Hire Civilian Personnel Subject to Former OMB Ceiling,  
by Function and Defense Component**

FUNCTION/COMPONENT a/	TOTAL EMPLOYMENT			PROGRAMMED STRENGTH	FULL-TIME WITH PERMANENT APPOINTMENTS		
	31 OCT 95	30 NOV 95	31 DEC 95		31 OCT 95	30 NOV 95	31 DEC 95
MILITARY FUNCTIONS							
ARMY	787,826	789,305	788,549	783,238	717,097	718,051	716,236
NAVY	239,297	238,959	239,174	239,568	211,927	211,657	211,526
AIR FORCE	233,328	233,329	232,940	229,242	221,524	221,195	220,558
	177,488	177,495	177,125	176,547	165,309	165,167	164,517
OSD & ORGANIZATIONS SERVICED b/							
DCPMS	4,832	4,860	4,877	5,137	4,662	4,684	4,679
DeCA	365	364	378	390	355	355	367
DCAA	18,730	18,851	18,824	18,170	9,689	9,700	9,847
DFAS	5,026	4,983	4,960	4,814	4,936	4,890	4,869
DISA	22,966	22,969	22,887	23,275	21,632	21,625	21,549
DIS	7,371	7,280	7,058	7,810	7,105	7,036	6,779
DLA	2,781	2,776	2,771	2,682	2,733	2,728	2,724
DMA	47,706	49,539	49,402	48,594	46,375	48,163	48,022
DNA	7,142	7,125	7,144	6,960	6,957	6,946	6,943
DSA c/	567	566	563	604	540	539	537
DoDEA	477	477	472	492	456	456	449
DoD IG	17,095	17,086	17,338	16,138	10,508	10,527	10,502
DICA d/	1,566	1,557	1,548	1,466	1,555	1,546	1,535
OSIA	302	304	303	352	295	297	293
USUHS	787	785	785	997	539	540	540
CIVIL FUNCTIONS							
ARMY	28,195	27,340	27,093	N/A	25,489	25,031	24,813
AIR FORCE	28,194	27,339	27,092	N/A	25,488	25,030	24,812
	1	1	1		1	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS	816,021	816,645	815,642	N/A	742,586	743,082	741,049

a/ See the Glossary for Component names.

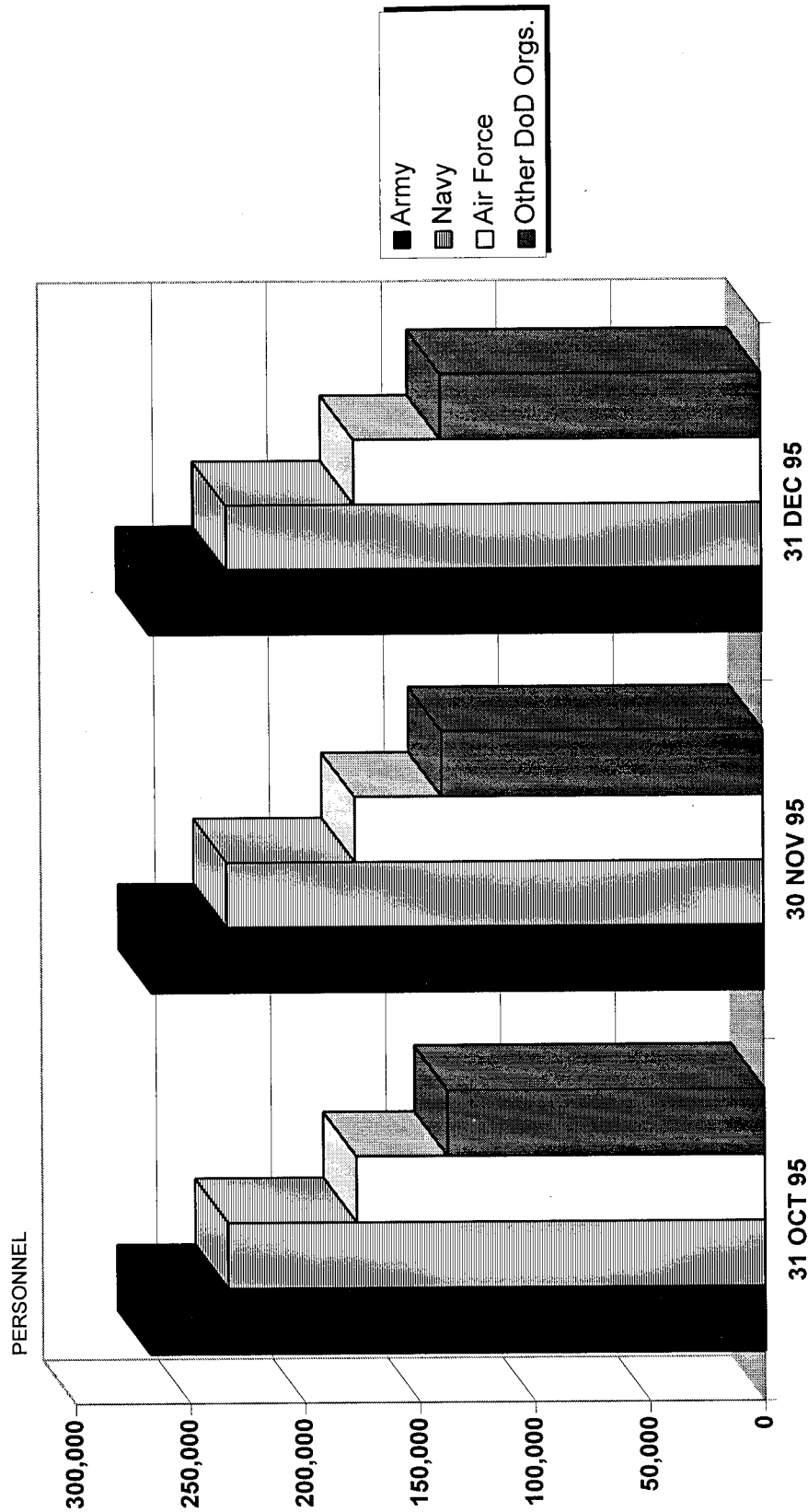
b/ See the Glossary for a list of OSD and Organizations Serviced by OSD.

c/ Prior to June 30, 1992, actual numbers are included in DLA.

d/ Actual numbers are included in the Military Services and selected Defense Organizations.

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# **DoD DIRECT HIRE CIVILIAN PERSONNEL SUBJECT TO FORMER OMB CEILING, BY MONTH AND DEFENSE COMPONENT**



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**FIGURE 3**

TABLE 4

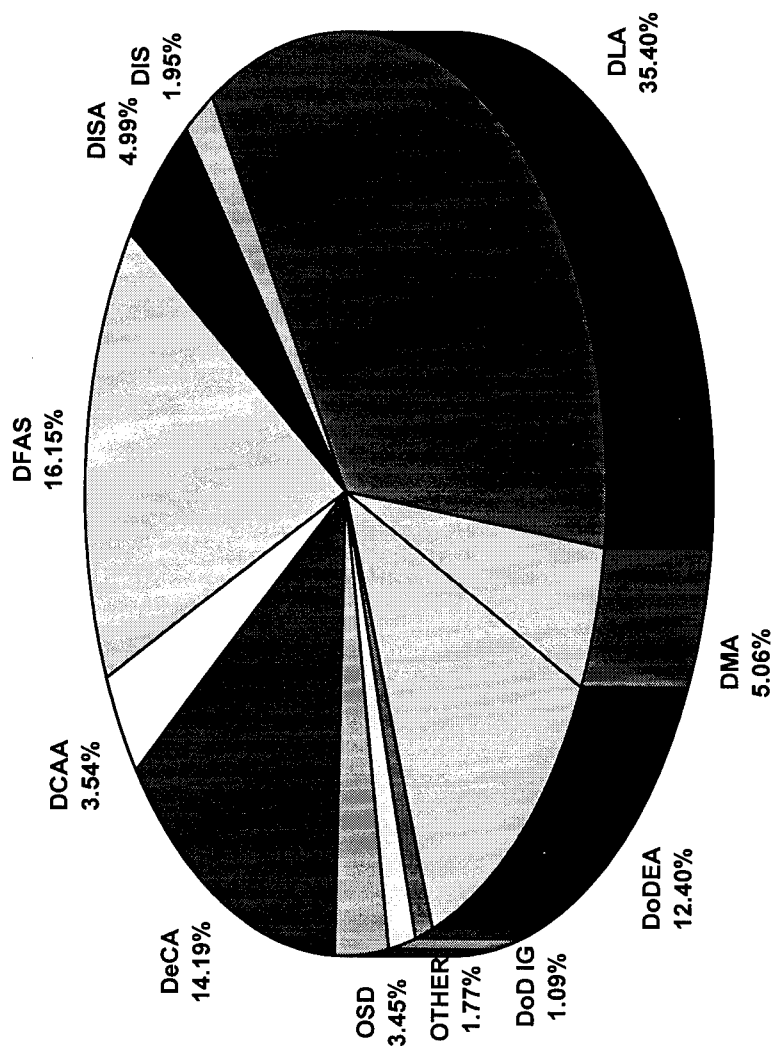
**DoD Direct and Indirect Hire Civilian Personnel, by Component,  
(Excluding the Military Departments) - December 31, 1995 a/**

DEFENSE COMPONENTS	TOTAL	DIRECT HIRE CIVILIANS	INDIRECT HIRE CIVILIANS
OSD AND ORGANIZATIONS SERVICED BY OSD b/ DEFENSE CIVILIAN PERSONNEL MANAGEMENT SERVICE DEFENSE COMMISSARY AGENCY	4,889 378 20,142	4,885 378 18,845	4 0 1,297
DEFENSE CONTRACT AUDIT AGENCY DEFENSE FINANCE AND ACCOUNTING SERVICE DEFENSE INFORMATION SYSTEMS AGENCY	5,029 22,920 7,086	5,024 22,920 7,066	5 0 20
DEFENSE INVESTIGATIVE SERVICE DEFENSE LOGISTICS AGENCY DEFENSE MAPPING AGENCY	2,772 50,243 7,176	2,772 49,463 7,176	0 780 0
DEFENSE NUCLEAR AGENCY DEFENSE SUPPORT ACTIVITIES DEPARTMENT OF DEFENSE EDUCATION ACTIVITY	563 476 17,599	563 476 17,338	0 0 261
DEPARTMENT OF DEFENSE INSPECTOR GENERAL ON-SITE INSPECTION AGENCY UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	1,549 303 785	1,548 303 785	1 0 0
TOTAL	141,910	139,542	2,368

a/Includes personnel not subject to former OMB ceiling control.  
b/See the Glossary for a list of organizations serviced by OSD.

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# DoD DIRECT AND INDIRECT HIRE CIVILIAN EMPLOYMENT, BY COMPONENT - DECEMBER 31, 1995



Excludes Military Departments

FIGURE 4

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TABLE 5

**DoD Direct Hire Civilian Personnel, by Type,  
According to Defense Component - December 31, 1995 a/**

TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
TOTAL	818,192	267,191	234,112	177,347	139,542
BY STATUS					
FULL-TIME	794,306	262,088	231,612	175,250	125,356
PART-TIME	18,748	4,935	2,179	1,890	9,744
INTERMITTENT	5,138	168	321	207	4,442
BY CAREER SERVICE CATEGORY					
COMPETITIVE	691,207	216,390	216,731	141,434	116,652
EXCEPTED AND SES	126,985	50,801	17,381	35,913	22,890
BY TYPE OF APPOINTMENT					
PERMANENT	753,711	239,182	222,700	165,566	126,263
TEMPORARY/INDEFINITE	64,481	28,009	11,412	11,781	13,279
BY CITIZENSHIP					
U.S. CITIZENS	800,365	256,701	230,926	174,392	138,346
NON-CITIZENS	17,827	10,490	3,186	2,955	1,196
BY LABOR CATEGORY					
SALARIED	614,596	208,566	169,285	119,121	117,624
WAGE BOARD	203,596	58,625	64,827	58,226	21,918

a/Includes personnel not subject to former OMB ceiling control.  
b/See the Glossary for a list of Other DoD Organizations.

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TABLE 6

**DoD Direct Hire Civilian Personnel, by Location/Type,  
According to Defense Component - December 31, 1995 a /**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
WORLDWIDE TOTAL	818,192	267,191	234,112	177,347	139,542
UNITED STATES	756,350	241,134	223,160	169,521	122,535
BY LOCATION					
WASHINGTON, D.C., SMSA c/	80,622	22,985	32,358	5,633	19,646
REMAINDER OF U. S.	675,728	218,149	190,802	163,888	102,889
BY LABOR CATEGORY					
SALARIED	561,299	185,771	161,395	112,102	102,031
WAGE BOARD	195,051	55,363	61,765	57,419	20,504
BY CITIZENSHIP					
U. S. CITIZENS	755,987	240,899	223,086	169,507	122,495
NON-CITIZENS	363	235	74	14	40
U. S. TERRITORIES					
BY LABOR CATEGORY	7,102	1,134	3,859	823	1,286
SALARIED	4,098	810	1,945	408	935
WAGE BOARD	3,004	324	1,914	415	351
BY CITIZENSHIP					
U. S. CITIZENS	7,093	1,129	3,857	821	1,286
NON-CITIZENS	9	5	2	2	0
FOREIGN COUNTRIES					
BY LABOR CATEGORY	54,740	24,923	7,093	7,003	15,721
SALARIED	49,199	21,985	5,945	6,611	14,658
WAGE BOARD	5,541	2,938	1,148	392	1,063
BY CITIZENSHIP					
U. S. CITIZENS	37,285	14,673	3,983	4,064	14,565
NON-CITIZENS	17,455	10,250	3,110	2,939	1,156

a/Includes personnel not subject to former OMB ceiling control.

b/See the Glossary for a list of the Other DoD Organizations.

c/See Glossary for the definition of the Washington, D.C., Standard Metropolitan Statistical Area (SMSA).

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TABLE 7

**DoD Indirect Hire Civilian Personnel, by Country,  
According to Defense Component - December 31, 1995**

COUNTRY	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. a/
BELGIUM	613	569	0	2	42
GERMANY	19,421	15,425	0	2,630	1,366
GREECE	13	7	0	6	0
GUAM	4	0	4	0	0
JAPAN	17,270	3,321	9,286	3,955	708
KOREA	2,326	2,326	0	0	0
LUXEMBOURG	8	8	0	0	0
NETHERLANDS	297	259	0	2	36
SINGAPORE	3	0	0	0	3
SPAIN	1,158	0	1,083	16	59
TURKEY	42	38	0	0	4
UNITED KINGDOM	163	13	0	0	150
TOTAL	41,318	21,966	10,373	6,611	2,368

a/See the Glossary for a list of Other DoD Organizations.

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# GLOSSARY

**Civil Functions.** Functions primarily associated with the civil works program of the Army Corps of Engineers. This program encompasses planning, programming, designing, constructing, and operating Federal water resource projects for navigation, flood control, hydroelectric power, water supply, recreation, and related activities. Civil functions also includes cemeterial workers (Army) and a conservation management employee (Air Force).

**Competitive Service.** All civil service positions in the Executive Branch, except:

1. Positions which are specifically exempted from the competitive service by or under statute;
2. Positions for which appointments are made by nomination for confirmation by the Senate, unless the Senate otherwise directs, or when specifically included in the competitive service by statute; and
3. Positions in the Senior Executive Service.

Also includes civil service positions not in the Executive Branch which are specifically included in the competitive service by statute.

**Direct Hire Civilians.** Employees hired directly by an agency of the Department of Defense (DoD). Included are Foreign Nationals hired by DoD to support DoD activities in their home countries.

**DoD.** Department of Defense.

**Excepted Service.** All positions in the Executive Branch of the Federal government (except Senior Executive Service positions) which are specifically excepted from the competitive service by or pursuant to a statute, the President, or the Office of Personnel Management.

**Former OMB Ceiling Employment.** Employees formerly subject to the Office of Management and Budget (OMB) employment controls used to administer Presidential employment ceiling limitations. Refer to the Office of Personnel Management Operating Manual, *The SF-113 Summary Data Reporting System*, for a delineation of employment formerly exempt from ceiling controls.

**Full-Time Employees.** Employees who are regularly scheduled to work the number of hours and days in the administrative work week for their employment group or class. (Usually 5 days of 8 hours each.)

**Indirect Hire Civilians.** Foreign Nationals assigned to support U.S. forces through contracts or agreements with foreign governments (or agencies thereof). These personnel are employees of the foreign governments involved.

**Intermittent Employees.** Employees who are employed with no prescheduled tour of duty (i.e., employed on irregular or occasional basis).

**Military Functions.** Activities normally associated with the Uniformed Services.

## **OTHER DoD ORGANIZATIONS**

- \* Office of the Secretary of Defense (OSD)
- \* Joint Chiefs of Staff (JCS)
- Inspector General of the Department of Defense (DoD IG)
- \* U.S. Court of Military Appeals
- Uniformed Services University of the Health Sciences (USUHS)
- \*\* Defense Support Activities (DSAs)

### **Department of Defense Agencies:**

- \* Advanced Research Projects Agency (ARPA)
- \* Ballistic Missile Defense Organization (BMDO)
- Defense Commissary Agency (DeCA)
- Defense Contract Audit Agency (DCAA)
- Defense Finance and Accounting Service (DFAS)
- Defense Information Systems Agency (DISA)
- Defense Investigative Service (DIS)
- \* Defense Legal Services Agency (DLSA)
- Defense Logistics Agency (DLA)
- Defense Mapping Agency (DMA)
- Defense Nuclear Agency (DNA)
- \* Defense Security Assistance Agency (DSAA)
- On-Site Inspection Agency (OSIA)

### **Department of Defense Field Activities:**

- \* American Forces Information Service (AFIS)
- \*\* Defense Civilian Personnel Management Service (DCPMS)
- \* Defense Medical Programs Activity (DMPA)
- \* Defense Prisoner of War/Missing in Action Office (DPMO)
- \* Defense Technology Security Administration (DTSA)
- Department of Defense Education Activity (DoDEA)
- \*\*\* Drug Interdiction and Counter-Narcotics Account (DICA)
- \* Office of Civilian Health and Medical Program for the Uniformed Services (OCHAMPUS)
- \* Office of Economic Adjustment (OEA)
- \* Washington Headquarters Services (WHS)

NOTE: \* Organizations serviced by OSD.

\*\* Organizations serviced by DLA and DISA.

\*\*\* Organization serviced by Military Services and selected DoD organizations.

**Part-Time Employees.** Employees who are regularly scheduled for a prearranged tour of duty which is less than the specified number of hours or days worked by full-time employees in the same employment group or class.

**Permanent Appointments.** Permanent appointments are defined within each type of service as follows:

1. **COMPETITIVE SERVICE** - Employees serving under career appointments who are serving or who have completed their initial appointment probation, or who are not required to serve an initial appointment probation. Also includes employees with career-conditional appointments.
2. **EXCEPTED SERVICE** - Employees whose appointments carry no restrictions or conditions, such as conditional appointments, indefinite or specific time limitations, or trial periods. Based on tenure, can include employees serving trial periods or those whose tenure is equivalent to career-conditional in the competitive service.
3. **SENIOR EXECUTIVE SERVICE (SES)** - All SES employees except those serving under "limited term" and "limited emergency" appointments.

**Salaried Employees.** Primarily employees occupying positions subject to the Classification Act of 1949, as amended, and a limited number of other employees whose compensation is established by other legislation, Executive Order, or administrative determination.

**Senior Executive Service (SES).** Positions in an agency with grade 16, 17, or 18 of the General Schedule or Level IV or V of the Executive Schedule (unless exempted). Also includes equivalent positions which need not be filled by appointment by the President and confirmation by the Senate, and which have not been specifically excluded from the SES.

**Standard Metropolitan Statistical Area (SMSA).** Consists of the District of Columbia; Calvert, Charles, Frederick, Montgomery, and Prince George's counties in Maryland; Alexandria, Fairfax, Falls Church, Fredericksburg, Manassas, and Manassas Park cities in Virginia; Arlington, Clarke, Culpeper, Fairfax, Fauquier, King George, Loudoun, Prince William, Spotsylvania, Stafford, and Warren counties in Virginia; and Berkeley and Jefferson counties in West Virginia.

**Total Paid Civilian Employment.** Total direct and indirect hire civilian employment. For direct hires, includes, with some exceptions, all direct hire employees who had not officially separated as of the reporting period or were on paid leave.

**Wage System Employees.** Employees whose basic rates of pay are fixed in accordance with locally prevailing rates or by wage boards or similar administrative authority. Includes prevailing rate employees. (Prevailing rate employees are those employed by an agency in a recognized trade or craft; other skilled mechanical craft; or an unskilled, semiskilled, or skilled manual labor occupation. Also includes any other person, including a foreman or supervisor, in a position where trade, craft, or labor experience and knowledge is a paramount requirement.)